

EXHIBIT E

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**Subject:** Re: Bill Foley Severance Issue  
**Date:** Thu, 8 Aug 2002 08:38:01 -0400  
**From:** Julie.Liptak@alcatel.com  
**To:** Toby Todd <toby.todd@alcatel.com>

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I will fax to you the letter that I sent to him on 6/25 as well as the letter sent to the Plan Administrator on 7/17/02. Attached is a copy of the letter that is referenced in the email just sent to you. Please let me know if you need anything else. Thanks.

Julie Liptak  
 Human Resources Department  
 Alcatel USA; Eastern Region  
 (919) 850-6519

Toby Todd <toby.todd@alcatel.com>

08/07/2002 07:05 PM

To: Julie.Liptak@alcatel.com  
 CC:  
 Subject: Re: Bill Foley Severance Issue

Julie,

Can you fax or email to me his original letter? What date did he originally write you? Is our response going to be the Plan Administrator's initial denial of his request? I think so. Thanks for the reminder on this one.

Thanks,  
 Toby

Julie.Liptak@alcatel.com wrote:

» Toby, just going through my list and wanted to remind you that we owe Bill Foley a response on his severance appeal. If you need me to resend the letter he sent to me, please just let me know. Thanks.

Julie Liptak  
 Human Resources Department  
 Alcatel USA; Eastern Region  
 (919) 850-6519

E: Bill Foley Severance issue

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